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Incentive planning and interactive dashboard for a ceramic wares wholesaler

Client

A south East-Asian wholesaler who deals in ceramic wares and tiles runs a comprehensive sales incentive compensation and recognition program for approx. 40 front-line staff.

Opportunity

The client wanted to process data, make payments, and produce reports for their sales incentive and recognition program. They were currently using excel to make commission calculations, which made the process prone to human errors.

The client had around many incentive plans with multiple payment cycles (monthly, quarterly, bi-annually). Therefore, the process for managing data for the incentive program was both labor-intensive and time-consuming.

Solution

SG Analytics' team helped consolidate data from the in-house designed enterprise resource planning software and other reports to come as batch imports to a common database, which captured all the essential KPIs. Next, using Python technology, all the incentive calculations were categorized into different categories and automated.

A visual dashboard was also created to give the administration roles the rights to change the internal working of the incentive plans according to the different KPIs and changing requirements by a simple drag and drop function in the visual dashboard.

The dashboard had the capability to export incentive reports in excel and pdf formats, as well as had compatibility with all mobile and tablets so that the senior management team could work with the visualizations on the go.

Value Delivered

1 Faster turnaround time to make sale incentive payments reducing admin costs drastically.

2 A well-documented workflow and audit trail for administration process.

3 Greater transparency in the sales commission process between the different members of the team.

Tools Used

Python	SQL	Tableau
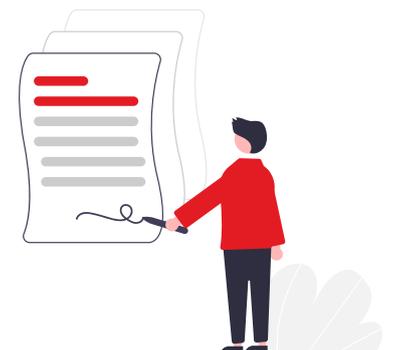
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